

EXHIBIT 16

Top 25 New Hire Previous Employers (2007-2008)

Sorted by current rank

Rank			Change	Peer Group	Reporting	% of Current Peer
Current	06-07	Change				
1	1	0				
2	3	+1				
3	2	-1				
4	4	0				
4	5	+1				
6	10	+4				
7	6	-1				
8	7	-1				
9	7	-2				
9	9	0				
11	11	0				
12	15	+3				
13	15	+2				
14	11	-3				
15	26	+11				
16	13	-3				
17	19	+2				
17	24	+7				
19	22	+3				
20	32	+12				
20	22	+2				
22	15	-7				
22	27	+5				
24	13	-11				
24	32	+8				